

**INDIANA STRATEGIC PLAN
FOR
TITLE I OF THE WORKFORCE INVESTMENT ACT OF 1998
AND THE WAGNER-PEYSER ACT**

Summary of Modification 3 Changes

The changes in Modification 3 of Indiana's Strategic Plan are minimal. The basic concepts in the original state plan remain consistent in this version of the plan. This modification is required to extend the plan from a 2-year plan to a 4-year plan. The changes largely enhance the original vision.

This summary will not address minor clerical or formatting types of changes, but will instead address the major changes. For convenience the changes will be listed by section.

Section I – State Vision

- Statistics were updated.
- Information on the SHARE network was added.
- Information on the Basic Skills Tax Credit was added.
- Information on Major Opportunities was added.
- Announcement of the implementation of Career Advancement Accounts.
- Changes related to the Training Acceleration Grants.
- Announcement of Indiana's two WIRED Grants.
- Engagement of the SWIC for addressing Youth issues.
- Contracting with Indiana Youth Institute.
- Piloting of Jobs for America's Graduates (JAG).
- An update on the Strategic Skills Initiative (SSI).

Section II – State Workforce Investment Priorities

- Enhanced Vision and Mission Statements.

Section III – State Governance Structure

- Details on the SHARE Network
- Years 1 & 2 have status updates for the structural changes.
- Year 3 & 4 initiatives related to operational structure have been added.
- State Workforce Board changes
 - State Workforce Investment Board (SWIC) replaces the State Human Resource Investment Council (SHRIC).
 - SWIC Membership modified
 - Responsibilities of the SWIC outlined

Section IV – Economic and Labor Market Analysis

- This section was completely updated using more current data.

Section V – Overarching State Strategies

- “Strategies for Small Business” was modified to be more strategic in nature.
- “Dream It. Do It.” Initiative is announced.

Section VI – Major State Policies and Requirements

- Under policy development a second paragraph was inserted that deals with policy development designed to support and encourage system integration.

Section VII – Integration of WorkOne Service Delivery

- Updated plan to reflect some administrative changes within Customer Solutions.
- Updated language to enhance the vision on an integrated workforce development system.
- Updates to the Technology Upgrades.
- Updates to reflect formal credentialing for case-managers.

Section VIII – Administrative and Oversight of the Local Workforce Investment System

- In the subsection titled “The Transition” the words “Accomplished” or “Accomplished and Ongoing” were added before each transition step.
- A new section was added to cover years 3 & 4 of the plan called “Post Transition – Years 3 & 4”

Section IX – Service Delivery

- The subsection WorkOne Service Delivery Strategies was modified to enhance the assessment area.
- The subsection Workforce Information addresses
 - Research into an expanded, integrated wage system.
 - Combining IT and R&D under a single Deputy Commissioner to enhance the use of technology in data collection and presentation.
 - Skill Gap Analysis.
 - Increased regional analysis.
- The subsection Core, Significant Staff Involved... was significantly modified and enhanced.
- Local Veteran’s Staff was modified to highlight a USDOL best practice that was formalized in an MOU between Camp Atterbury Joint Maneuver Training Center and the Indiana Department of Workforce Development.
- “Faith-Based and Community-Based Organizations” was updated to address Indiana’s involvement in the SHARE initiative.

Section X – State Administration

- Deleted the reference to investigating the creation or enhancement of systems for job matching, case management and performance management.
- Updated to address the new case management system, TrackOne.
- Updated to address new performance management processes.
- Updated performance management to incorporate the service delivery model for Common Measures.

- Updated to current practices and policy concerning performance levels and incentive awards.

XI – Assurances

- No significant changes.

Attachment B – Program Administration and Plan Signatures

- Updated for new Grant Recipient and new Liaison.

Attachment C – State Performance Measures

- Charts were upgraded to show PY'07 and PY'08 goals, but actual goals for those years are still pending negotiation with USDOL.

Attachment G – Waivers

- Waivers requested and denied under the original plan have been removed.
- Waivers requested and approved under the original plan are being submitted for renewal for the additional two years covered by this plan.
- Two new waivers were added in connection with the Career Advancement Account initiative
 - Waiver Request 7 and Waiver Request 8

Attachment H – Policies

- The original plan reference specific policies throughout and Attachment H included all of those policies. The policy references throughout the document were removed and Attachment H was eliminated.
 - With the extent of changes that we went through and will continue to go through, the State's policies are continually changing to support the overall goals for the agency. Policies for the first year are dramatically different than year two and subsequent years will show additional changes. The citation of specific policies quickly becomes outdated and misleading.
 - This is a strategic document that now covers four years and the need to document specific policies in the plan is inconsistent with the idea of a strategic document. The policies should be a product resulting from the plan and not necessarily included in the plan.